

**Meeting Minutes
Room 136
Mitchell Building
Thursday, February 15, 2007
1:30 p.m. to 3:00 p.m.**

Monica Abbott, Chairwoman, called the meeting to order at 1:35 p.m. Present were Michelle Robinson, Linda Davis, Jacquie Gibson, JereAnn Nelson, Sheree Isola, Lenore Adams, Jeri Duran, Lynn Eneas, Libby Groves, Susan Ockert, Betty Huckins, Colleen Owens, Barbara Bessey, Erin Ricci, Pam Boggs, Jackie Williams, Jan Brown, Barbara Pepper-Rotness, Jennifer Weiss, Christy Reardon, Wendy Neumann, Pam Spore, Melody Scoble, Billie Rusek, Brandi Hamilton, and Joan Franke.

Approval of Meeting Minutes: Erin Ricci requested one correction: that she be referenced as co-chair, not chair, of the Preventative Health and Work/Life Balance subcommittee in order to give Colleen Owen due credit for her valuable contribution to the subcommittee. Noting that amendment, Pam Spore moved to approve the January 2007 minutes. Erin Ricci seconded the motion, which passed unanimously.

Treasurer's Report: Sheree Isola, treasurer, stated that the savings account balance is \$1,718.51. The checking account balance is \$519.33. Two checks were written in the last month totaling \$30 (\$20 for both the December and January brown bag appreciation gift certificates and \$10 for the February thank-you gift certificate).

Table for Women's Health Fair on May 2: The Preventative Health and Work/Life Balance subcommittee will have materials from the Race for the Cure at our table. If people haven't yet registered for the May 19 race, registration materials will be available.

Survey similar to one undertaken by ICCW in 1977: Michelle would like to see a more recent survey of women's attitudes towards work and the workplace accomplished. The 1977 survey, sponsored by ICCW, used voter registration and welfare rolls to survey women on the topic of work. It would be interesting to see what changes, if any, in attitude and circumstance have taken place almost 30 years later. The same questions asked in 1977 would be asked in the proposed recent survey. This could be an effort for the 2007-08 ICCW membership to undertake.

Subcommittee Reports:

Training: Jacquie Gibson, chair, presented the report. Today's Brown Bag session was presented by Marc Scow speaking on "Power from Within." An estimated 38 people were in attendance, which is record-breaking brown bag attendance for this year! This brown bag was very well received and the training subcommittee received many kudos for bringing this session to state employees. Four more brown bags are scheduled:

Creating positive change for all state employees by promoting the full participation of women in state government.

March: Lynn Long of State Personnel speaking on the broadband pay plan and position descriptions.

April: Sheila Hogan of Career Training Institute speaking on the barriers to achievement.

May: Joan Illiel from the Department of Justice speaking on the Living Will Registry.

June: Stephanie Knightsley of Big Brothers and Sisters speaking on that program.

On the mentoring side, Jacquie reported that the group is looking into two mentoring programs. If anyone is interested in these volunteer opportunities, please contact Libby Groves on the Florence Crittenton Home and Barbara Bessey or Jacquie Gibson regarding high school government classes.

- The Florence Crittenton Home has been contacted and they are especially interested in having adults come talk to the girls about independent living on Sunday afternoons from 4:00 to 5:30 p.m. This could be as simple as having a conversation with a girl about life in general and some coping strategies you've found and could be done as many as three times this year. Staff at the home are especially concerned that the girls don't sign up to vote.
- High school government classes, especially at Helena High, are very interested in having state employees come and talk to students about careers in state government. This would probably be a one-time occurrence.

Jackie Williams requested that the brown bag advertisements be developed in a manner that makes them more readable when printed in black and white. Barb Bessey stated that she is working on that.

Excellence in Leadership Awards & 30-Year Celebration Committee: Pam Spore, co-chair, presented the report. The bad news is that we've lost two of our sponsors: Corporate Air agreed to sponsor every other year and this isn't the year. Wells Fargo has allocated its donation dollars elsewhere. Pam has mailed approximately six cold-call solicitation letters recently with the hope that something fruitful will come of those. Michelle suggested that Pam contact the Women's Foundation as that group wanted to give us money last year and their mission dovetails ours. Monica will send Pam the contact information for that group. Pam distributed the nomination packet for approval. After discussion, Joan Franke moved for the acceptance of the nomination packet, seconded by Erin Ricci. The packet was then unanimously approved.

The packets will be sent both electronically and by mail this year. Michelle offered to send the packets through the Montana Job Service offices. The subcommittee hopes to distribute the nomination packets by March 1. The submission deadline will be April 6. The

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subcommittee is on track and has a well-defined work plan in place for the May 16, 2007 ceremony to be held in the Old Supreme Court Chambers of the Capitol Building. Refreshments will be served in the fan window area just outside the chambers. The 30-year anniversary celebration will be at the beginning of the ELA ceremony. It is anticipated that one of the original members will do the nominee introductions and hand the acrylics to the Lt. Governor for presentation. The recent letter to the editor resulted in the surfacing of a few original members.

Legislative Subcommittee: Lynn Eneas, chair, presented the report. If you are not currently receiving hearing notifications and would like to be placed on the list, contact Lynn Eneas or Jeri Duran. This group is tracking 25 bills of interest to state employees. Four have been tabled.

Preventative Health and Work/Life Balance Subcommittee: Erin Ricci, co-chair, presented the work-life balance report. This subcommittee will serve as state employee team coordinators for the Race for the Cure. They will attend Race for the Cure meetings to gather information and registration materials next week. The subcommittee will probably be asking the general membership for help with race coordination and registration.

Jennifer Weiss has contacted Carroll College (Steve Jones) about the possibility of offering exercise classes for state employees at that campus and/or using Carroll's gym facilities. Steve will attend their next subcommittee meeting. Jennifer will also contact a square dance instructor to look at the possibility of offering square dance classes to state employees at a facility like the Eagles Manor.

The subcommittee is also exploring the issues of job sharing, telecommuting and flexible work schedules.

Amy Strom wants ICCW to provide links to women's resources on our website:

Monica reported that Amy Strom, an individual active in women's issues and a former Helena DPHHS employee who now lives in Great Falls, contacted Bruce Nelson of the Governor's Office to see if a link could be put on the Discovering Montana website for issues and resources pertinent to Montana women. The Governor's Office declined inclusion on the state's website to avoid any perception that state government favored women's issues to the exclusion of other minority issues. Amy was advised to contact ICCW to see if these links might be placed on our website. Due to concerns about what amount of work this might entail for ICCW members, and for the MDOT web administrators who administer our site, and uncertainty about what other links might "attach" themselves to our site through the link, the consensus was that this is not a project for ICCW. This issue is being resolved by the Governor's Office and currently doesn't concern ICCW.

ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

Pam moved and Michelle seconded a motion to adjourn. The general meeting adjourned at 2:00 p.m. The subcommittees then assembled for their individual meetings.

Respectfully submitted:

Jere Ann Nelson, secretary